

BEST AVAILABLE COPY**REMARKS**

The 29 June 2005 Final Office Action rejected claims 1-38 under 35 U.S.C. 102(e) as being anticipated by Endo (U.S. Patent No. 5,974,392). The above rejections of the claims 1-38 are respectfully traversed.

As stated in MPEP §2131, a claim is anticipated under §102 only if each and every element as set forth in the claim, in as complete of detail, is found in a single prior art reference. The claimed invention, according to the previously presented independent claims, includes recitations for improving the profiles of the resources using data mined from the generated plan. The Examiner holds the position that the personal data modifying means for modifying the personal data based on the results of the completed tasks as disclosed by Endo (U.S. Patent No. 5,974,392) is the same as the step of improving the profiles of the resources using data mined from the generated plan as disclosed in the present application.

But, they are not the same, because there is a significant difference between modifying the personal data based on the results of the completed tasks as disclosed by Endo and improving the profiles of the resources using data mined from the generated plan, as disclosed in the present application. Endo relies on results of completed tasks and the present invention does not necessarily rely on results of completed tasks to improve the profiles of resources. In contrast, the present invention only needs to rely on data mined from a generated plan, regardless of whether or not any results of completed tasks are available at the time the data is mined.

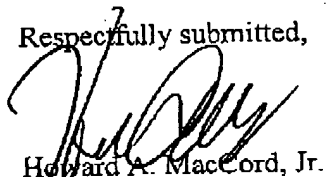
For example, profile data in a generated plan could include additional training of human resources that have not completed any workflow tasks but are better suited for a new task allocated to the new plan. Clearly, in this instance the present invention goes beyond the

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capabilities of Endo. Therefore, Endo cannot anticipate the present invention as presently claimed.

In view of the foregoing, claims 1-38 are in condition for allowance. If any issues remain outstanding, incident to the allowance of the application, Examiner Barqadle is respectfully requested to contact the undersigned attorney to discuss the resolution of such issues.

Respectfully submitted,


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